

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S SALARY RESOLUTION, BY AMENDING THE PAY SCHEDULE FOR EMPLOYEES IN CATEGORIES D/E (CLASSIFIED MANAGEMENT), F (DEPARTMENT DIRECTOR), AND K (UNCLASSIFIED MANAGEMENT APPOINTED BY CITY ATTORNEY)

WHEREAS, the City Council is desirous of implementing the proposed pay and benefits provisions applicable to the City of Sunnyvale employees in Categories D/E, F, and K, amendments to the City's Salary Resolution are necessary to implement the proposed provisions;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. A salary schedule for classified and unclassified management employees is hereby adopted to read as set forth in Attachment B, attached and incorporated by referenced.

2. The required adjustments of the proposed management compensation structure will be implemented in two phases. In the first phase, salaries of classified and unclassified management employees will be adjusted to equal the new top step or the next step in range of the new salary structure that provides a minimum of 5% increase above their current salary rate. This adjustment will be effective the pay period that includes January 1, 2006. In the second phase, another step increase is provided effective the pay period that includes January 1, 2007. Subsequent increases, if any, to bring salaries of classified and unclassified management employees to equal the top step of the new salary structure, will be based on merit and will occur on a fiscal year basis.

BE IT FURTHER RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE that the Fiscal Year 2005-06 Salary Resolution No. 190-05 is hereby amended in pertinent part, as follows:

1. Section 3.030 is amended as follows:

3.030. LEAVE PAYMENT. All leave time shall be paid at the hourly straight time rate. Only one type of paid leave shall be paid at any given time and when paid shall be to the exclusion of any other paid time except that in-lieu holiday pay for employees in Categories A and C, ~~and Public Safety Deputy Chiefs and Captains~~ who are so entitled, shall continue to be paid for each paid hour regardless of leave or work status.

2. Section 3.100. is amended as follows:

3.100. PAID TIME OFF LEAVE (PTO. MANAGEMENT.

(a) Employees in Categories D/E, F, and K are eligible to accrue and use Paid Time Off Leave (PTO). Such leave shall be used for vacation, medical appointment, disability/illness, family emergency, and may also be used for personal business, care of sick children or other family members, school visits, etc. Leaves not included in PTO which remain separate leaves are bereavement, jury duty, military duty, management administrative leave, workers' compensation, floating holiday, and holiday, ~~and in lieu of holiday for designated Public Safety Deputy Chiefs and Captains.~~

[Remainder of text unchanged.]

3. Section 3.300. is amended in pertinent part, as follows:

3.300. HOLIDAY LEAVE. Employees in Categories A, B and C are entitled to holiday leave or in-lieu pay as detailed in the applicable MOU. Employees in Categories B, C (except those scheduled to work holidays), D/E ~~(except designated Public Safety Deputy Chiefs and Captains)~~, F, G and K who were on pay status both before and after each holiday shall be entitled to take leave on each of the following holidays and be paid at the straight time rate, except as provided in Section 3.320. ~~Public Safety Deputy Chiefs and Captains in Category D/E are assigned to work holidays and shall not receive holiday leave, but in lieu thereof shall receive an additional 4.15 hours of pay for each pay period in lieu of 108 hours of holiday/floating holiday pay in the fiscal year.~~

[Remainder of text unchanged.]

4. Section 3.310. is amended as follows:

3.310. FLOATING HOLIDAY LEAVE. Employees in Categories A, B, and C are entitled to floating holiday as detailed in the applicable MOU.

Employees in Categories D/E ~~(except Public Safety Captains)~~, F, G and K shall be credited with twenty (20) hours of floating holiday leave at the beginning of each payroll calendar year. New employees shall be credited with a pro rata share based upon the proportion of the payroll calendar year remaining after their date of hire. Use of floating holiday leave shall be subject to the approval of the employee's supervisor.

[Remainder of text unchanged.]

5. Section 3.900. is amended as follows:

3.900. MANAGEMENT ADMINISTRATIVE LEAVE. Management administrative leave not to exceed ~~24.0~~ 40.0 hours in a payroll calendar year may be authorized for employees in Categories D/E, ~~F~~ and K, and 60 hours for employees in Category F, after completion of the initial six months of employment in one of the relevant categories, subject to the supervisor's approval and to the additional provisions defined by administrative policy. Provisionally appointed managers not previously holding a regular management position are ineligible for management administrative leave.

~~In addition, up to 36 more hours of administrative leave (for a total not to exceed 60 hours in a payroll calendar year) may be authorized for eligible management employees at the sole discretion of the City Manager or Department Director, in accordance with the terms of the Administrative Policy Manual.~~

6. Section 4.200. is amended as follows:

4.200. HOLIDAY PAY. CATEGORIES A AND C, AND PUBLIC SAFETY DEPUTY CHIEFS AND CAPTAINS IN CATEGORY D/E. Employees assigned to Categories A and C shall receive pay in accordance with the applicable MOU. ~~Public Safety Deputy Chiefs and Captains in Category D/E who are assigned to work holidays shall not receive holiday leave, but in lieu thereof shall receive an additional 4.15 hours of pay for each pay period in lieu of 108 hours of holiday/floating holiday pay in the year.~~

7. Section 5.810. is amended as follows:

5.810. PUBLIC SAFETY SWORN MANAGEMENT. PAY GRADE ASSIGNMENT. PAY GRADE ASSIGNMENT FOR PUBLIC SAFETY SWORN MANAGEMENT AND UNCLASSIFIED MANAGEMENT IN CATEGORY K AND CLASSIFIED MANAGEMENT IN CATEGORY D/E. ~~There are sworn management positions, currently Public Safety Deputy Chief and Public Safety Captain, which, due to job content, were placed at a certain pay grade under the new Management Compensation Program. Sworn management positions (Director of Public Safety, Deputy Chief and Captain), unclassified positions in Category K, and certain classified management positions in Category D/E, currently Assistant City Engineer and Recycling Supervisor which, due to job content, were placed at a certain pay grade under the new Management Compensation Structure. Due to unique market conditions, these positions have been assigned a pay grade based upon job content, but the actual base salary is paid at a higher pay grade based on market and/or internal adjustment.~~

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2006, by the following vote:

AYES:

ABSTAIN:

NOES:

ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM AND LEGALITY:

David E. Kahn, City Attorney